

WHAT IS CLAIMED IS:

1. A computer readable medium of instructions configured as a multiple database information exchange management system used in network operations, comprising:

a first database of information pertaining to a job opening, stored in electronically readable memory;

a second database of positions information;

a server and communication port suitable for transmitting and receiving data and instructions in the form of electrical signals to and from remote computers;

a database management system for creating and revising records of said first database and said second database connected to said electronically readable memory responsive to the remote computers;

an interactive database query engine connected to said memory, said engine configured to permit a plurality of searches by a plurality of users, and said searches operate on the results of previous searches, and said results are communicated between all users; and

a process controller connected to said database management system, said interactive database and said server and communication port

wherein said interactive database is a company database containing human resources records.

2. The computer readable medium of instructions according to claim 1, further comprising an accounting system connected to said process controller.

3. The computer readable medium of instructions according to claim 1, further comprising a security means connected to said process controller.
4. The computer readable medium of instructions according to claim 1, wherein the human resources records contain a plurality of search key fields including selection criteria, coordination of interviews, preparation of questions, feedback from interviewers or candidate evaluations.
5. The computer readable medium of instructions according to claim 1, further comprising a database of instructions pertaining to training of users.
6. The computer readable medium of instructions according to claim 4, wherein said interactive database query engine includes means for searching key fields of a database for the satisfaction of one or more conditions, and means for reporting and exchanging all variables in said search key fields of records which satisfy said one or more conditions.
7. The computer readable medium of instructions according to claim 1, wherein said key fields include at least one of: a customer administration key, an interview key, a report key, an options key, a search key or a tutorial key.
8. The computer readable medium of instructions according to claim 5, further comprising means for organizing the hiring process by coordinating the exchange of information at every step of the hiring process between different levels of users assigned for the hiring process.

9. The computer readable medium of instructions according to claim 7,  
further comprising means to restrict entries in at least one of said search  
key fields to a predetermined set of entries.
10. A computer software system provided to execute hiring practices  
intelligently, said system comprising:  
a first database of information pertaining to job openings;  
a second database of positions information;  
a third database of company records compiled by the human resources  
department, said third database containing user modules, administration modules,  
option modules, search modules or tutorial modules; and  
a database management system connected to the software linking it to  
multiple databases and multiple remote computers.
11. A method of hiring personnel intelligently, said method comprising the  
steps of:  
creating a computer readable file including information pertaining to job  
openings;  
uploading a portion of the computer readable file to a medium accessible  
via a computer network;  
searching information in the uploaded portion of the computer readable file  
for the presence of information corresponding to information requested by  
a user;  
accessing the information requested from relevant databases in the  
network;  
making available to the user information requested, and

permitting the user to send said information via the computer network to another computer readable file located in the same hiring environment, to exchange said information with another user.

12. The method of hiring personnel intelligently according to claim 11, further comprising the step of updating routinely, the information compiled on hiring practices within a hiring environment.

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